

Uni farm upgrades begin

Improvements will give the U of A some of the best facilities in the world.

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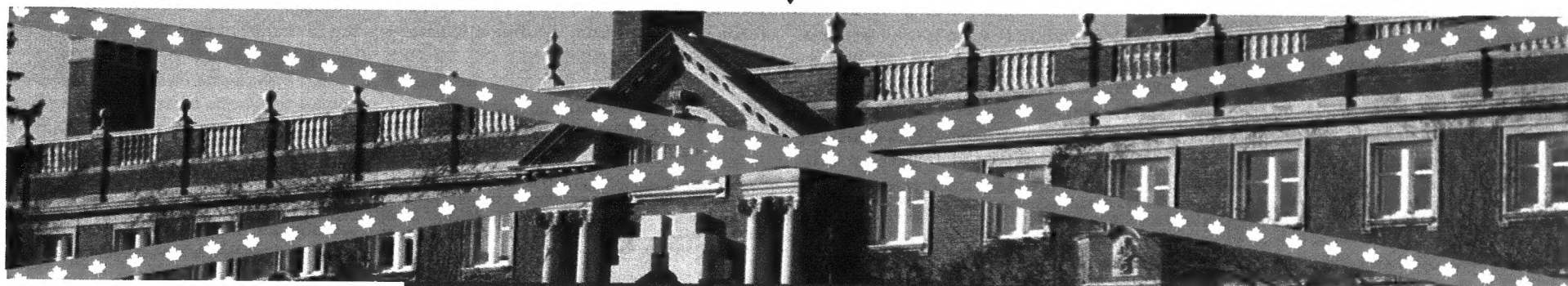
Canada's two-tier hiring quagmire

Red tape in the academy's hiring process means the world's best researchers are looking elsewhere for positions.

3

Next Folio is Dec. 15

Deadline for submissions and ad materials is Dec. 8.



UNIVERSITY OF ALBERTA

folio

Volume 38 Number 7

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<http://www.ualberta.ca/folio>

Curbing bullying and teasing in the classroom

Institute's "anti-bullying" program is changing attitudes around Alberta schools

By Phoebe Dey

Three weeks ago, a 14-year-old girl in Mission, B.C. killed herself, explaining in a suicide note she couldn't stand any more bullying in school. That same week a Lethbridge courtroom heard how bullying had driven a 16-year-old boy to shoot and kill one of his classmates at a high school in Taber, Alta. A few days later a 15-year-old Vernon, B.C. boy who had a long history of being bullied finally fought back, allegedly cutting one of his tormentors with a knife.

A University of Alberta researcher, who has been studying bullying and teasing for years, is trying to prevent that violent behaviour from continuing.

"It took a long time to change attitudes about drunk driving, so we're just trying to plant the seeds," said Marilyn Langevin, clinical director of the U of A's Institute for Stuttering Treatment and Research (ISTAR).

What began for Langevin as a project to improve attitudes towards children who stutter has become a unique program aimed at decreasing bullying in schools. When she first started researching how children who stutter were treated, Langevin realized she was approaching the problem the wrong way.

"We found through research we should educate people more broadly about bullying and, at the same time, help them understand what stuttering is," she said. "So we married the two goals."

She also found she should take a more holistic view against bullying—not just limit it to kids who stutter. From there a new program was born. Teasing and Bullying: Unacceptable Behavior (TAB) has been in schools around Alberta since March and both students and teachers have reported differences in the classroom.

During interviews and questionnaires she found 57.8 per cent of children between eight and 12 years of age reported being bullied at some time. Thirty-two percent said they were bullied once a week or more often. "It's a pretty significant number," said Langevin.

Field testing on the program in 1996-97 showed a significant difference in improving attitudes to children who stutter and bully. The manual is garnering interest from schools in Europe and is being used by speech pathologists in the United States.

"TAB will become a classic resource for teachers and other professionals who need clear and concise steps for dealing with the

complex issues related to differences," said Rosalee Shenker, from the Montreal Fluency Centre at McGill University.

The program, which comes with a video and teacher's manual, is aimed at elementary school students but Langevin says it may be adapted for junior high. Home activities are included, which helps parents become involved in the process.

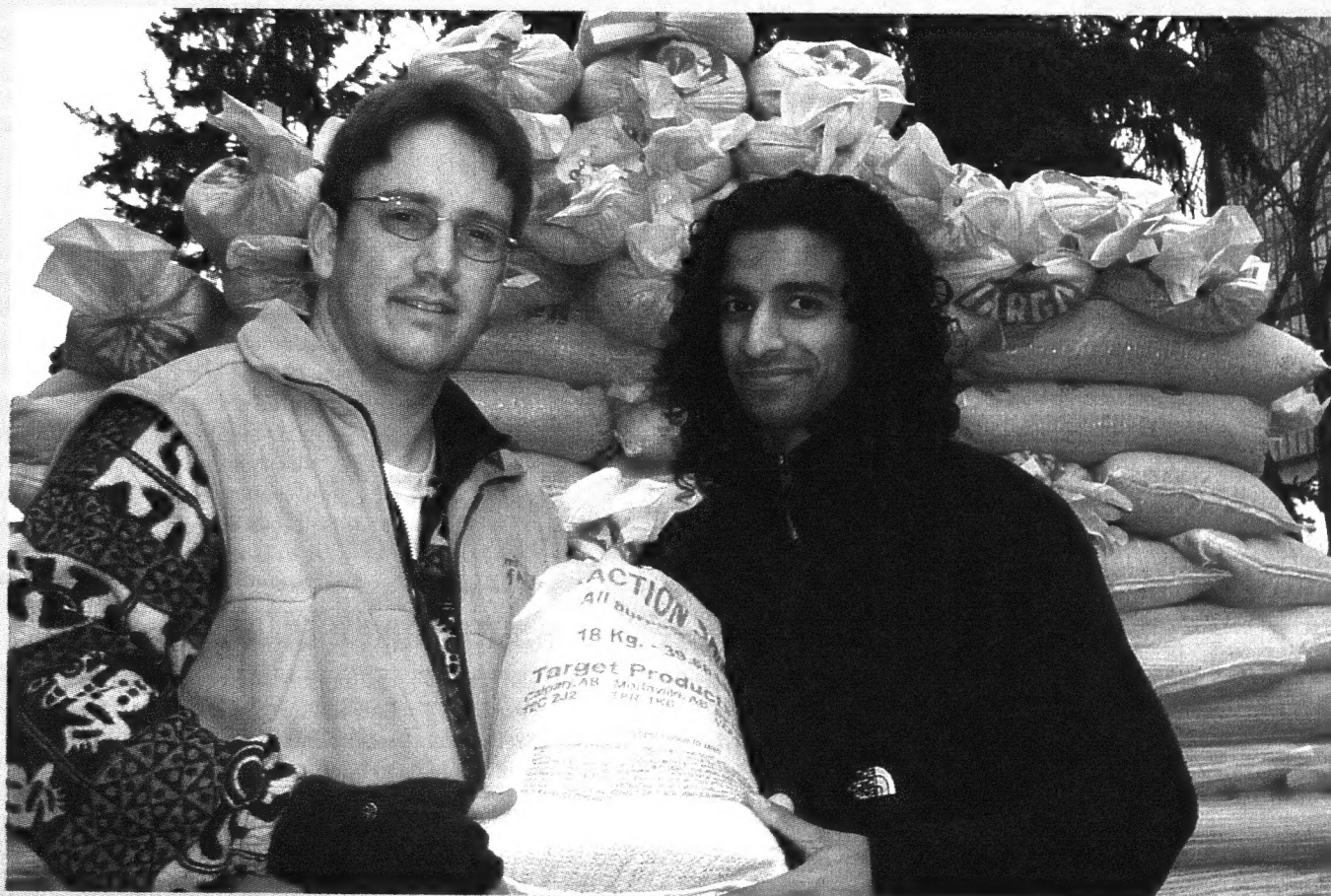
Rather than removing the bully from a situation, Langevin emphasizes changing the whole environment. Attitudes start changing after the entire classroom learns about teasing and bullying, and after the children start to understand what it is and how it makes people feel,

she said. Lessons and exercises encourage peers to become active and provide a problem-solving approach using conflict-resolution strategies, said Langevin.

Research has proven bullying at a young age can continue into adult relationships with spouses and can lead to depression by those being harassed.

TAB is a recommended resource in Alberta Learning's Safe, Secure and Caring Schools Curriculum and is supported by The Elks and Royal Purple of Alberta. ■

To find out more about the Institute for Stuttering Treatment and Research, view: www.ualberta.ca/~istar/



STUDENTS GIVE NEW MEANING TO 'SANDBAGGER'

Brad Wuetherick of the Graduate Students' Association and Students' Union VP (Academic) Chris Samuel. Students piled 280 sandbags in front of University Hall Nov. 27 to represent the amount of the provincial government's surplus, which latest figures show is \$5.6 billion. The one sandbag represents the \$20M students are asking of the provincial government to limit post-secondary tuition increases in Alberta to two per cent this year. See "Tuition" on page 2.

Ryan Smith

Wireless wiz to lead new U of A lab

By Ryan Smith

Calling him “one of the top engineering researchers in the world,” University of Alberta dean of engineering Dr. David Lynch is among the many who lined-up to praise Dr. Norman Beaulieu, the head of the U of A’s new iCORE Wireless Communications Laboratory (iCORE stands for Informatics Circle of Research Excellence). Beaulieu, who came to the U of A in September from Queen’s University after turning down offers from several other institutions in Canada and the U.S., will join U of A electrical and computer engineering professors Dr. Witold Kryzmien

and Dr. Ivan Fair, and a team of graduate students, to research and improve wireless communications. “More and more people want wireless capabilities, but we can’t provide the existing service without it getting worse,” Beaulieu says. “What we’ll do at the iCORE lab is look at certain techniques, particularly in wideband, to develop technology that allows for many users without the quality of service suffering. “Multimedia is the big thing,” adds Beaulieu. “Everyone wants one hand-held device that does everything—works as a

phone, fax, email and video messaging machine—and that’s definitely where we are. In Finland, for example, you can already buy things from vending machines using your cell phone.” The iCORE lab will reside in the U of A’s new Electrical and Computing Engineering Research Facility (ECERF), which is expected to be completed by summer. Initial funding for the lab is \$1.2 million, with \$700,000 a year coming from the provincial government-sponsored iCORE. “It’s always a great thrill to me when Alberta attracts a researcher of Dr.

Beaulieu’s calibre,” says Alberta Innovation and Science Minister Lorne Taylor, adding Beaulieu’s recruitment is a “shining example” of how the province’s high-tech sector “is bulking up.” Says Beaulieu: “Part of my excitement in coming to Alberta is the opportunity to interact with the young but thriving wireless industry here. So far, all my expectations about Alberta, the U of A and the people here have absolutely been surpassed. I read recently that the U of A’s reputation is on the rise, and I can see why—there’s a lot of great things happening here.” ■

Tuition relief relies on provincial budget dollars

By Ryan Smith

University of Alberta students gave new meaning Nov. 27 to “sandbagger,” a term golfers use to have a higher handicap than the truth to get a betting advantage. Before the Tuition Town Hall meeting held in Council Chambers, members of the Graduate Students Association (GSA) and Students’ Union (SU) piled 280 sandbags on one side of the steps outside University Hall, and one lone sandbag on the other.

“The 280 sandbags represent the amount of the provincial government’s surplus, which latest figures show is \$5.6 billion,” said Brad Wuetherick, GSA executive vice-president. “The one sandbag represents the \$20 million needed to limit post-secondary tuition increases in Alberta to two per cent this year, which is the goal of the GSA and SU because it’s realistic and it’s near the annual cost of living increase. We’re looking for 1/280th of the surplus. It’s a pittance compared to the money the government has,” he added. At the town hall meeting, Vice-President (Academic) and Provost Doug Owram addressed the approximately 70 students and staff who attended. U of A administration announced earlier this year a proposed 5.7 per cent rise in tuition, subject to board approval Jan.12, 2001.

“Even with a 5.7 per cent tuition hike, we expect to run an \$8 million deficit in our budget, and that doesn’t include a \$7.9 million increase in energy costs, which is well over what we expected,” Owram said. “It’s clear we’ve ramped up tuition too steeply to cover for the funding cuts in the mid-’90s, and I support an increase in tuition that is consistent with the CPI [Consumer Price Index],” he added. “It just depends on how much we get from the provincial government for our operating budget.” Both the students and Owram expressed hope the province will provide more money to the U of A this year. “The danger is that we’ll just get a one-time increase in funding, and what we really need, of course, are increases that are stable and long-term. But at this point,” he said, “it would be irresponsible for me not

to propose a 5.7 per cent increase because we don’t know if we’ll get more from the province.” Several students expressed they thought even a 2 per cent increase in tuition was too much, and they advocated a 30 per cent rollback in light of it having already risen 208 per cent on average across the province over the past 10 years. Mark Cormier, a fourth-year arts student and the student representative on the Board of Governors, agreed with Murphy that the other members of the board needed to become more involved in the tuition debate. “I think both the administration and the students need to push the board to come to events like this and lobby the government on our behalf. A phone call from a board member is a lot more effective than a message from a student.” ■

folio

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OFFICE OF PUBLIC AFFAIRS,
400 ATHABASCA HALL
UNIVERSITY OF ALBERTA,
EDMONTON, ALBERTA T6G 2E8
LEE ELLIOTT: Director,
Office of Public Affairs
LUCIANNA CICCOCIOPPPO: Editor
GEOFF MCMASTER: Assistant Editor
CONTRIBUTORS:
Gilbert A. Bouchard, Phoebe Dey,
Andrew Leitch, Ryan Smith
GRAPHIC DESIGN:
Elise Almeida, Susan Hunter

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University farm upgrades put U of A in the lead for food research

By Andrew Leitch

Improvements to several structures at the Edmonton Research Station, more commonly known as the University Farm, will give the university some of the best facilities of their kind in the world, says the chair of the Department of Agricultural, Food and Nutritional Science. Dr. John Kennelly says the infrastructure project will provide support for existing animal science research and teaching programs and build on research into enhancing the efficiency and quality of food production. Construction, which began earlier this month, will improve four key research facilities: the Sinclair Swine Research Centre; the Dairy Research and Technology Centre, the Laird W. McElroy Environmental and Metabolism Research Centre; and the compost facility. The modernization of these facilities allows us to build on our research strength,” says Kennelly. “We’re excited; this has taken almost 20 years to become a reality. The facilities allow us to expand

our research in the area of environmental sustainability, nutrient recycling and manure management. Our research will provide the scientific foundation and new technologies to help support the expansion of the agri-food industry in Alberta as well as helping to ensure the safety and quality of the food produced.” Welcome news to those who live and work close to the facilities is an emphasis on improved odour control. The renewed Sinclair Swine Research Centre will be a “bio-secure” area with improved ventilation and odour-control technologies. This will improve the staff’s working conditions as well as the animals’ housing environment. In addition, composting will move indoors. The new composting facility will treat manure from the swine, dairy and possibly poultry and metabolic research units. Manure from the new swine facility and dairy will be piped underground to the enclosed compost facility. More efficient and environmentally friendly, the new system eliminates the need for the



Surveyor Bill Wilke takes a reading during site grading of the new composting facility scheduled for completion by next summer.

outdoor compost pile, which relies on odour-causing anaerobic decomposition. Construction will continue over the winter and peak in early spring. All facilities are scheduled for completion by the summer of 2001. For questions related to the long range planning and consultation for south campus, all concerned staff and community members can contact Elke Gerding, public participation co-ordinator, with the Office of Public Affairs at 492-1850. ■

folio letters to the editor

NURSES ALSO INVOLVED IN ALTERNATIVE THERAPIES

The recent alternative healing *Folio* article by Ryan Smith was interesting but disappointingly narrow in scope. Nursing has long since been promoting the use of alternative healing methods, in practice, research and through basic and continuing education. For example, more than 20 years ago, after we persuaded Dr. Neil McDonald, the medical director of the WW Cross Hospital, to attend a Faculty of Nursing spe-

cial presentation on this topic, he asked Dr. Steven Aung to give alternative health treatments to some patients in pain due to bone malignancies. I’d suggest Ryan Smith get in touch with some nationally recognized Edmonton nurses who have expertise in alternative healing methods, such as Beverly Snaychuk, who has been in private alternative health practice for more than 15 years and is currently president of the

Canadian Therapeutic Touch Network, and Dr. Jane Simington, an outstanding alternative health practitioner, lecturer and author, who recently developed an Alberta Motion Picture Industry Association Award-winning video for the Victorian Order of Nurses, “Listening to Soul Pain.” Sincerely, Shirley Stinson, AOE, RN, EdD Professor Emerita, Faculty of Nursing and Department of Public Health Sciences

Canada's two-tier hiring quagmire

Red tape in the academic hiring process means the world's best researchers are looking elsewhere

By Gilbert A. Bouchard

Newly minted U of A assistant professor Dr. Wendy Wismer knows first-hand how painfully slow university hiring processes can be. "I came for an interview in early December 1999 and didn't hear anything until March 2000—quite a long time," says the sensory and consumer scientist, who was hired away from a position with the New Zealand government.

Granted, Wismer knows the Department of Agriculture, Food and Nutritional Science was hiring for "quite a few positions," some funded by outside agencies, but she still fears the long timelines will hurt the university, especially in "heavily headhunted fields" like hers.

"The U of A with its goal to become one of the world's top 35 universities looks for candidates from all over the globe and needs a streamlined process," says the Edmonton-raised academic.

The hiring process in question that needs streamlining is the so-called "two-tier" system, a hiring process developed in the '70s to guarantee Canadian citizens and permanent residents first crack at academic and research positions. Set into place at the request of the Canadian Association of University Teachers (CAUT), the system is seen as slow and cumbersome by many administrators. They fear the process puts Canadian institutions behind the hiring eight-ball in the face of a global market-fueled brain drain.

"The two-tier system is obsolete and needs to be overhauled if not totally removed," says Dr. Doug Owram, University of Alberta's vice-president (academic) and provost. He recently addressed the growing concerns about this system at a conference on the subject hosted by the U of A.

"When the rules were initially set up, there was a limited number of jobs being protected. Now it's the opposite situation. Now Canadian PhDs stand on their own to competition, but these lengthier hiring timelines may actually be costing us even our qualified Canadian candidates. We have a huge shortage of PhDs. So to fill our vacancies with high quality candidates means we need to search all over."

Two-tier rules encourage some universities to advertise twice—once in Canadian and again in international publications—and undergo two series of interviews. To encourage universities to closely consider Canadian candidates, these Canuck-only interviews have to be conducted separately and culminate in formal letters of rejection before international applicants can be considered. (U of A searches are allowed to advertise in Canadian and international publications simultaneously while still interviewing Canadian candidates first.)

But while administrators may be rapidly uniting to turf two-tier restrictions, James Turk, executive director of CAUT believes the program is still needed—as much as it was when it was first undertaken in 1977.

"Two-tier hiring was brought in to legitimate concerns, and it has worked very well," he says, noting with some irony that there has been relatively little hiring over the past 20 years when the program has been in place. "It's unfortunate that the one major incentive [separate advertising and interviewing] seems ready to be removed without debate at a point where it could be important social policy.

"Canadian citizens put a huge amount of money in educating graduate students

and have a social investment that warrants giving qualified candidates first crack at jobs in Canada. Arguments about Canadianization that we made in 1977 are just as valuable today."

Turk believes the program is more than flexible and says the CAUT is perfectly willing to allow for exemptions if universities can prove there are not enough Canadian candidates.

He adds there is a review of the two-tier system being undertaken by HRDC (Human Resources Development Commission) with a 2002 deadline and that as an "interim measure they are increasingly allowing for more simultaneous advertising."

Administrators, however, believe the need to streamline the system is at its greatest ever. Over the next decade, North American universities will be hiring more than 30,000 professors, in part to meet the needs of a large "Echo Generation" (children of the Baby Boomers), but also to replace retiring professors hired during the '60s (the last period of huge university growth when real salaries also jumped an impressive 30 per cent).

Says Owram: "There is going to be 'cherry picking' in the hottest fields. And a real fear for us is the Americans will come in and headhunt our [existing staff] with no reservation—adding to a brain drain that applies to existing faculty stars and not just new staff."

Adding to the pressures to streamline is the federal government's 21st Century Chairs for Research Excellence, a program specifically created to meet the challenges of the brain drain head-on. This new program is allocating \$180 million a year to create 1,200 new research chairs across

Canada over the next three years, with another 800 chairs to follow as soon as possible. "This program is a good beginning," says Gail Bamber of the academic personnel office (immigration and recruitment). She's excited universities are excused from having to advertise these new chairs, designed to hire both existing research stars and rising talents.

Bamber says immigration rules also need to be streamlined for new hires. "At the moment HRDC validates the position [ensuring a Canadian or permanent resident could not have filled it, according to the two-tier rules], then Immigration validates the person. The candidate's entire family has to pass police checks and medical tests."

One international candidate, Dr. Alan Woodland, an assistant professor in the Department of Earth and Atmospheric Sciences, saw Canadian immigration—not two-tier hiring—as the biggest hurdle he had to overcome to teach at the U of A.

The process was just as slow, even though he had a firm job offer in hand. The 41-year-old American citizen hired while working in Germany had to come to Canada without papers, "something you're told not to do." Woodland suspects Canada is making it hard to attract candidates. "I was the second person to be offered this position. The first person was also in Germany at the time and gave up because of problems with immigration."

In the end, Owram and Bamber agree there is no magic bullet solution. Answers to the next decade's hiring woes will come from all sides of the equation: easing the two-tier system and immigration rules and increasing government research support. ■

folio letters to the editor

The following was submitted to Folio as an open letter to the U of A.

Dear Dr. Owram,
I am grateful for the email of Nov. 4 from Marion Haggarty-France, your executive assistant. She conveyed the news that a committee had been struck to develop a clause for all University of Alberta contracts with external service providers to protect academic freedom. I applaud this initiative. Increased funding is coming from the private sector. The inclusion of such a clause makes sense as a way for the U of A to safeguard one of its core values.

In further acknowledgement of the challenges presented both by private sector funding and by changing global environments, I am writing to urge you to strike parallel committees to safeguard two more precious core values, viz. protection of the biophysical environment, and social justice.

When I met with Associate Vice-Presidents Bill McBlain and Bruce Dancik, in May of this year to discuss the confusion surrounding the purchase of wind electricity for the Human Ecology Theme House, I stressed the university's social and moral obligations with respect to the biophysical environment. Vice-President Roger Smith's decision, after discussions with

Epcor, to discourage my plan to purchase wind electricity for the Human Ecology Theme House was problematic also in light of the onus on the university to make its daily operations environmentally sustainable. One of the goals of the Human Ecology Theme House is to become a model for sustainability on the university campus. Our university currently lags behind both government and industry in that it does not have a Sustainable Management Plan. I believe it is incumbent upon an institution of higher learning to play a leadership role in society by at least matching these initiatives in government and industry. My belief is supported by at least eight international declarations signed by university presidents and other world leaders during the past 30 years, committing universities to shoulder responsibility in the shift towards greater sustainability. The wind electricity scenario relative to the Human Ecology Theme House was not just about academic freedom, but also about the U of A's ability to reduce its CO2 emissions regardless of Epcor's (or any other industry's) marketing plans. The university must have the freedom to choose to protect the biophysical environment above the interests of corporations, even when those corporations provide research funding.

As universities throughout North America receive significant support from corporations such as Nike™ and Coca Cola™, concern has been expressed about the ability of universities to enshrine social justice in their operations. Universities throughout North America are beginning

to respond. A short article by Lisa Boyes in *University of Toronto* alumni magazine (Vol. XXVIII,1, autumn 2000) announced:

"This spring Governing Council passed the university's landmark licensing policy, making U of T the first Canadian university to seek to ensure that merchandise bearing its name, trademarks or images is produced under humane and non-exploitative conditions....The code prohibits forced labour, unsafe work environments, extensive working hours, abuse, discrimination and child labour, among other conditions, and has been praised by Students Against Sweatshops."

While the University of Alberta can no longer have the distinction of being first to set a policy to protect social justice, the distinction of moral leadership is still available to us. The kind of policy developed by the U of T may be expanded to cover more than just those products marketed and sold by the university. It could and should include all the products consumed by the university.

The wheels of change in the university turn slowly—witness not just the speed of response to the controversy surrounding the purchase of wind electricity from Vision Quest for the HETH. Innovative policies take time to develop to the satisfaction of the entire community of university stakeholders. It behooves us to begin now to enshrine environmental and social justice values as well as academic freedom. Only relatively recently has it become evident how profoundly the responsibility of protecting social justice and the biophysical environment are the purview of uni-

versity operations. The responsibility will get heavier with time. By addressing the issues sooner rather than later, we will be able to avoid some of the growing pains experienced during the confusion about the harmless and legal purchase of wind electricity.

Corporations are beginning to operate by what is known as the "triple bottom line." The triple bottom line reckons environmental and social impacts as well as profits and debits. The University of Alberta also needs to have policies in place that recognize the triple bottom line.

I am making this letter publicly available. Drs. McBlain and Dancik placed the onus upon me to demonstrate that there is a groundswell of support for environmental protection within the university community. They indicated that it would not be possible to install a Sustainable Management Plan, for example, unless this was broadly endorsed. With this letter, I wish to apprise the university community of the positive step now being taken to enshrine academic freedom in university contracts – and to invite reflection and action on our ability to go further to safeguard other core values. I look forward to a future in which the University of Alberta plays a leadership role in a sustainable community.

Sincerely,
Sandra A. Niessen, PhD
Associate Professor

E-mail your thoughts and comments to the editor at: luciana.ciccocioppo@ualberta.ca



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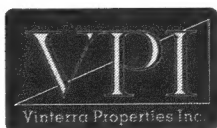
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ALBERTA GAMING RESEARCH INSTITUTE

December 8, 8:30 am to 4:30 pm

Symposia - "To significantly improve Albertans' knowledge of how gambling affects society." Domain presentations: Government and Industry Policy and Practice, Biopsychological Dimension & Treatment, Socio-cultural, and Economic. Telus Centre.

ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

December 12, 9:30 - 10:30 am

Guest speaker Dr. Stefan E.H. Alexon, Research Associate, from the Karolinska Institute, Huddinge University Hospital, Stockholm, Sweden. Title: "Acyl-CoA thioesterases and nuclear receptors: what's the link?" Seminar Room 5-10 Medical Sciences Building. Presented by the Department of Cell Biology.

DEPARTMENT OF BIOLOGICAL SCIENCES

December 4, 9:00 am

Julie Guimond, "The Effects of River Connectivity on Floodplain Wetland Ecology in Jasper National Park." Room CW313, Biological Sciences Building.

December 6, 12:00 noon

Lee Foote, "Coastal wetland processes and how attempts at management have contributed to massive habitat losses in North America." Room M-141 Biological Sciences Building.

December 6, 12:00 noon

Chris Cheeseman, "Regulation of Hexose transport activity in the intestine." Room G-116 Biological Sciences Building.

December 13, 12:00 noon

Linda Pilarski, "Motility of human thymocytes: receptor associations and cellular localizations." Room G-116 Biological Sciences Building.

December 19, 12:30 pm

Andre Desrochers, "Behavioural mechanisms and avian responses to forest edges." Room M-149 Biological Sciences.

DEPARTMENT OF BIOMEDICAL ENGINEERING

December 20, 5:30 pm

Garry Wheeler, PhD, Research Manager, Steadward Centre on "The Role of Biomedical Engineering in the Training of Athletes with a Disability." Room 231 Civil Electrical Building.

CANADIAN INSTITUTE OF UKRAINIAN STUDIES

December 4, 3:30 pm

Valerii Polkovsky, "Forms of Address in Ukrainian." Heritage Lounge, Athabasca Hall.

DEPARTMENT OF CELL BIOLOGY

December 11, 9:30 - 10:30 am

PhD Thesis Defence, Altaf Kassam, "Modulation of PPAR-mediated gene transcription by members of the nuclear hormone receptor superfamily." 5-10 Medical Sciences Building, (Seminar/Conference Room).

CENTRE FOR HEALTH PROMOTION STUDIES, RESEARCH SYMPOSIA SERIES

December 7, 12:00 pm to 1:00 pm

Dr Cam Wild, "Understanding the role of social control in addictive behaviour and substance abuse interventions." Room 6-10 University Extension Centre.

December 14, 12:00 pm to 1:00 pm

Dr Vicki Strang, Faculty of Nursing, "Respite and Family Caregivers." Room 6-10 University Extension Centre.

CENTRE FOR RESEARCH ON LITERACY

December 8, 3:00 pm

Martha Smith, "Literacy and Linguistic Development in the Grade School Years: an investigation into the relationship." Room 651a Education South.

COMPUTING SCIENCE DEPARTMENT

December 4, 3:30 pm

Distinguished Lecture: Richard Cleve, University of Calgary, on "Quantum Information and Communication Complexity." Room B2, Computing Science Centre.

DEPARTMENT OF ENGLISH

December 5, 2:00 pm

Reading by Patricia Young. Location: TBA. For more information, please contact Carolyn Presling, 492-1046.

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ASPEN GARDENS - exceptional bungalow, fully furnished. Finished basement, double garage. Available February 1 - November 30, 2001. \$1,200/month. Janet Fraser, Gordon W.R. King and Associates R.E., 441-6441.

VALLEYVIEW CRESCENT - delightful open plan. Hardwood on main, master bedroom on main floor. Three bedrooms on lower level, two fireplaces. \$1,800/month. Janet Fraser, Gordon W.R. King and Associates R.E., 441-6441.

ROSSDALE ABSOLUTELY GORGEOUS - split-level, fully furnished. Office on lower level, three bedrooms upstairs, one downstairs. \$1,750/month. December 1, 2000. Janet Fraser, Gordon W.R. King and Associates R.E., 441-6441.

GREENFIELD FABULOUS FAMILY HOME, five bedrooms upstairs. Main floor family room with fireplace. Finished basement, fully furnished. \$1,800/month. February 1, 2001 - July 31, 2001. Janet Fraser, Gordon W.R. King and Associates R.E., 441-6441.

JANUARY 1 - MARCH 31, 2001 - retired professor's furnished three bedroom house, Crestwood, 10 minutes University. \$700/month including utilities. References required. 452-8224. JGP@compusmart.ab.ca

FULLY FURNISHED FOUR BEDROOM HOUSE, Belgravia, 3-4 months starting January 1, 2001. Ideal for visiting/new staff. \$1,200/month. 436-0181.

SASKATCHEWAN DRIVE - three bedroom apartment, 1,500 square feet. Quiet adult building, 15th floor, magnificent view. Executive style accommodation. Walk-in closets, two bathrooms, new plush carpets, self-cleaning oven, no smoking, no pets. Walk to campus. 483-8202.

FURNISHED HOUSE - 3 + 1 bedrooms, winter term. Capilano-Hardisty area. Responsible adults only, no pets, non-smokers. \$850/month + utilities. 440-4661.

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TWO BEDROOM CONDO - river valley, furnished/unfurnished. \$800.00, six month lease. January 1. 487-2463.

ACCOMMODATIONS FOR SALE

VICTORIA PROPERTIES - knowledgeable, trustworthy, realtor with Edmonton references. Will answer all queries, send information, no cost/obligation. "Hassle-free" property management provided. (250) 383-7100, Lois Dutton, Duttons & Co. Ltd. #101 - 364 Moss Street, Victoria, B.C. V8V 4N1

LENDRUM - BY OWNER - 3 + 2 bedroom bungalow. Recently renovated bathroom and kitchen. Oak floors. Five appliances. Fully developed basement. Double oversized garage. Gas fireplace and stove. 11211 - 54th Avenue. Immediate possession. \$148,000. 438-44 40.

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DEPARTMENT OF HUMAN ECOLOGY
December 5, 12:30 – 1:30 pm
Dr. Janice Morse, "Suffering: Understanding Implicit Behaviors." Room 104, Human Ecology Building.

JOHN DOSSETOR HEALTH ETHICS CENTRE
December 8, 12:00 – 1:00 pm
Dr. Vangie Bergum, "Ethical Action is Interaction: Relational Ethics in Health Care." Room 207, Heritage Medical Research Centre.

MEDICAL GENETICS ROUNDS
December 6, 12:00 – 1:00 pm
Dr. Darrell Tomkins, "Chromosomal instability in cancer." Room 2-07, Heritage Medical Research Centre.
December 13, 12:00 – 1:00 pm
Dr. John Elliott, "DQ Transgenic IAnull NOD Mice: New murine models for autoimmune diabetes, spontaneous myocarditis, and multiple sclerosis." Room 2-07 Heritage Medical Research Centre.

DEPARTMENT OF PHARMACOLOGY
December 4, 4:00 pm
Dr. Elena Posse de Chaves, "Role of ceramide in neuronal survival and axonal regeneration." Room 9-68 Medical Sciences Building.

events

EXHIBITION
BRUCE PEEL SPECIAL COLLECTIONS LIBRARY
On view from September 15 to December 20, 2000
Studios Youth and Imperial Adventure. The George James Collection of Children's Books. For more information please contact Jeannine Green, Assistant Special Collections Librarian, 492-7928.

EXHIBITION
UNIVERSITY EXTENSION CENTRE GALLERY
Until December 15, 2000
Mechanics of Vision – Drawing in Alberta. Drawings from some of Alberta's prominent artists and the collection of Alberta Foundation for the Arts. Gallery hours are from 8:30 am to 8:00 pm Monday to Thursday, 8:30 am to 4:30 pm Friday, and 9:00 am to 12:00 noon Saturday. Second floor, University Extension Centre, 8303 – 112 Street. Information: 492-3034.

DEVONIAN BOTANIC GARDEN

LUMINARIA 2000
Sunday, December 3, 5:00 to 9:00 pm
A candle light event, brought to you by the Friends of the Garden. Experience: candlelit paths around the Kurimoto Japanese Garden, choral music, hot apple cider, warm yourself by a fire, take a hay ride throughout the main garden, stroll through indoor show houses, listen to a storyteller, enjoy seasonal food and beverages. Cost: Adults \$7.00, children 12 years and under \$5.00. Contact the Garden at 987-3054 for Tickets and Further Information. Come and experience the Garden in Winter!

LAW SHOW 2001

FACULTY OF LAW, LAW SHOW 2001
Friday, January 19 and Saturday, January 20, 2001
Tickets are now on sale for the 6th annual Law Show and accompanying silent auction. Proceeds from the show and silent auction will support Edmonton's Kid's Kottage Foundation. Tickets are only \$15.00 and are available by calling 431-0044. The show begins at 7:30 pm on both evenings. On Saturday night the silent auction begins at 6:00 pm. Come out and support Kid's Kottage and the Faculty of Law.

OBSERVATORY
Campus Astronomical Observatory is open to the campus community and the general public every Thursday evening (except exam and holiday periods) beginning at 8 pm. Entrance to the Physics Building is via the northeast door or via the V-wing. For information call 492-5286.

MARKET PLACE SALE
December 4 and 5, Phase I; December 7 and 8, Phase II; December 11 and 12, Phase III (new vendors each phase).
Friends of University Hospitals Market Place Sale will take place 9 am to 5 pm daily in the main floor Atrium area. Proceeds to enhance patient care and comfort as well as support U of A Hospitals programs. Free admission. Something for everyone.

December 18, 4:00 pm
Dr. Marek Radomski, "Matrix metalloproteinases in pharmacological and clinical investigations." Room 9-68 Medical Sciences Building.

DEPARTMENT OF PHILOSOPHY
December 1, 3:30 pm
David Kahane, "Civil Associations and Trust: Tocquevillean Inheritances." Room 4-29 Humanities Centre.

DEPARTMENT OF PHYSIOLOGY
December 8, 3:00 pm
Dr. George Foxcroft, "Pre- and post-ovulatory mechanisms determining embryonic survival in swine." Room 207 Heritage Medical Research Centre.
December 15, 3:00 pm
Dr. Alexander S Easton, "Models of the blood-brain barrier in inflammation." Room 207 Heritage Medical Research Centre.

PRAIRIE CENTRE OF EXCELLENCE
December 15, 11:00 am
Guest Lecturer, Dr. Vic Satzewich, Department of Sociology, McMaster University, "The Ukrainian Diaspora and the Challenges of Independence." Co-sponsored by the Department of Sociology and the Prairie Centre of Excellence for Research on Immigration and Integration. Room 5-15 Tory Building.

LANGUAGE CAFÉ
UNIVERSITY OF ALBERTA LANGUAGE CAFÉ
Saturdays December 2 and 9 from 3:00 to 4:30 pm
An opportunity to practice your Spanish conversation skills in informal surroundings with a University facilitator. No registration, no fees; just drop in. Upper Crust Café, 10909 – 86 Avenue. For more information, 492-2325, or 492-9136.


PHILOSOPHERS CAFÉ
Saturday, December 2, 2000, 2:00 to 3:30 pm
Topic: Are we all created equal? And what follows? Guest scholar: Cressida Heyes, Professor of Philosophy. Moderator: Martin Tweedale, Professor of Philosophy. Place: Nina's Restaurant, 10139 – 124 Street.
Saturday, December 9, 2000, 1:30 to 3:00 pm
Topic: Is Canadian democracy working? Does our government really represent us? Guest scholar: David Kahane, Professor of Philosophy. Moderator: Bernard Linsky, Chair of Philosophy. Place: Nina's Restaurant, 10139 – 124 Street.

MUSIC
FESTIVAL OF NINE LESSONS AND CAROLS
December 4, 5:00 pm and 7:00 pm
The University of Alberta Mixed Chorus and the Faculty of Education Handbell Ringers. Dr. Robert de Frece, Director. Dr. Marnie Giesbrecht, Organist for the Service and Student Organists from the Department of Music. Admission is free but advance tickets are required. Donations to the Campus Food Bank are welcome (non-perishable food item or cash). For tickets please call Tona Cota, St. Joseph's College, 492-7681, extension 222. Sponsored by the U of A Christian Chaplains' Association and the Department of Music.

DEPARTMENT OF MUSIC
December 1, 8:00 pm
Kilburn Memorial Concert BachFest 2000
December 2, 3:00 pm
Opera Scenes, Kim Mattice-Wanat, Director
December 3, 8:00 pm
The University of Alberta Concert Band, William H Street, Director
December 4, 12:10 pm
Music at Noon, Convocation Hall. Student Recital Series featuring students from the Department of Music. Free admission
December 8, 8:00 pm
Faculty Recital, Jacques Déprés, piano with Visiting Artist, Martin Bruns, baritone
December 11, 8:00 pm
Master of Music Recital Mark Hannesson, composition. Featuring his recent works.

To confirm concert information, please call 492-0601.

THEATRE
STUDIO THEATRE
November 30 to December 9
Cosi plays at the Timms Centre for the Arts (87 Avenue and 112 Street) with a preview performance November 29. All evening performances are at 8:00 pm with a matinee on Thursday, December 7 at 12:30 pm. Tickets available at the Timms Centre Box Office from 12 noon to 5:00 pm, Tuesday through Friday, or by calling 492-2495.

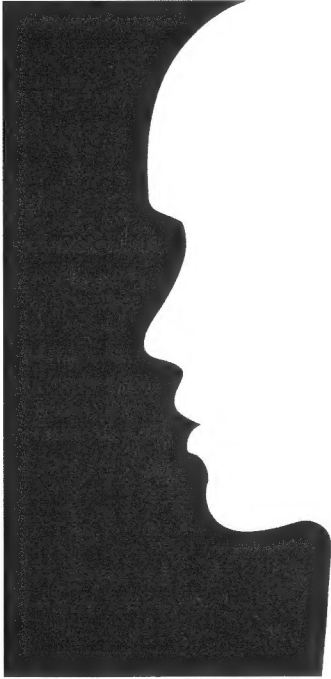


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The Alberta Child Health Benefit





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Are we all created equal? And what follows?

Moderator: **Martin Tweedale**,
Professor of Philosophy
Guest Scholar: **Cressida Heyes**,
Professor of Philosophy

Saturday, December 2
2:00 to 3:30 pm

Nina's Restaurant
10139-124 st

Is Canadian democracy working? Does our government really represent us?

Moderator: **Bernard Linsky**,
Chair of Philosophy
Guest Scholar: **David Kahane**,
Professor of Philosophy

Saturday, December 9
1:30 to 3:00 pm

Urban Lounge
8111-105 st

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positions

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The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CO-ORDINATOR INFRASTRUCTURE PROGRAMS (CFI/ISRIP)

A position is available within the Research Grants Office responsible for the co-ordination of the University of Alberta's participation in the Canada Foundation for Innovation (CFI) and Innovation and Science Research Investments (ISRIP) programs.

The CFI/ISRIP co-ordinator manages and administers these major funding programs in which the institution is the applicant. The co-ordinator acts as the University of Alberta liaison with CFI and ISRIP, providing the link between the institution and the agencies. Once an award is made in these programs, the co-ordinator becomes the official administrator of the awards for the institution.

The incumbent would be responsible for the following:

- Co-ordination of application processes including in-depth review of budgets ensuring accuracy and eligibility, providing advice respecting best practices to facilitate processing of claims and accounts, analysis of all parts of the applications, and providing critical and analytical feedback and follow-up where necessary to the researcher, chair, dean or associate vice-president research.
- Liaison with CFI and ISRIP negotiating with the agencies regarding issues related to the smooth operation of the CFI/ISRIP programs at the institution, such as program guidelines, accountability, reporting requirements and fulfillment of funding conditions prior to submission of claim or finalization of contract requirements.
- Co-ordination of reporting requirements, including liaison with project leaders, chairs and deans when necessary to facilitate smooth and complete financial and programmatic accounting, including on-site visits where necessary and co-ordination with Financial Services, Capital and Strategic Planning and other administrative units involved in the CFI/ISRIP programs at the university.
- Arrange and present workshops, information sessions and meetings with faculty and senior administrators where necessary to disseminate information on program guidelines and university policy and procedure.

This position reports to the director of the Research Grants Office, but is responsible for the development of strong functional relationships with a number of offices within the university, notably the vice-president (research) and Financial Services.

The successful candidate will possess a graduate degree, and will have several years administrative experience, desirably related to a university context or setting. Strong organizational skills, computer skills, communications skills, and the ability to manage complex processes, multiple tasks and priorities are essential to this position. A working knowledge of accounting principles is strongly desirable but a professional designation as an accountant is **not** required.

This administrative/professional officer (APO) position is available immediately. The salary range is \$36,534 - \$57,842. This is a contract position, initially for a three-year term. Terms of appointment may be open to re-negotiation during the initial three-year term, with a possibility of change of appointment status. This position offers a strong opportunity for growth.

Please forward all applications to: Research Grants Office, 1-05 Assiniboia Hall, University of Alberta, Edmonton, Alberta, T6G 2E7. The closing date for receipt of applications is Dec. 8, 2000. We thank all those who apply for the position, but only those selected for an interview will be contacted.

DIRECTOR, DISTANCE DELIVERY PROGRAMS FACULTY OF REHABILITATION MEDICINE

The Faculty of Rehabilitation Medicine invites applications for a full-time, three-year, renewable position as director of distance delivery programs. Reporting to the dean, the director will provide leadership for the development and operation of the faculty's programs for distance delivery in education, research and service consultation on a cost-recovery basis. Distance delivery programs in the Faculty of Rehabilitation Medicine include the Alberta Rehabilitation Continuous Education Network (ARCE), Rehabilitation Research Network (RRNet) and the Telerehabilitation Centre. The director will be expected to develop and oversee the necessary infrastructure to support distance rehabilitation, education (including student supervision and preceptor training in clinical education), research collaboration and tele-rehabilitation services; foster creation and/or, purchase of rehabilitation professional development programming and facilitate and provide support to academic staff members' efforts to develop

distance delivery of educational programs, collaborative research programs by distance and telerehabilitation services. The director will also establish and maintain liaisons internal to the Faculty of Rehabilitation Medicine as well as with the Co-ordinating Council of Health Sciences (CCHS) faculties' telehealth sites, the Telus Centre, the Telehealth Technology Research Institute and the Faculty of Extension, internal to the University of Alberta and We//net, rehabilitation professional associations and clinical practitioners and other universities.

Applicants are invited to send a letter of intent, current curriculum vitae and the names and addresses of at least three referees to: Albert M. Cook, PhD, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta T6G 2G4 CANADA TEL: (780) 492-5991 FAX: (780)492-1626

The position start date is Jan. 2, 2001 but is negotiable. Applications will be accepted until the position is filled. Salary is commensurate with qualifications and experience.

PROJECT CO-ORDINATOR CENTRES FOR HEALTH EVIDENCE

The Centres for Health Evidence (CHE, www.cche.net) were established in 1999 under a Canadian National Health InfoWay grant to help patients, practitioners and policy-makers know what to do, do what is known and understand what is done. This multi-disciplinary, multi-institutional and multi-national initiative brings universities and health organizations together to build an Internet-based approach to supporting the teaching and practice of evidence-based practice (EBP).

The principal task of the CHE is to develop, package, disseminate and present electronic evidence-based health information and curricula in ways that facilitate its optimum use. The CHE has recently attracted a number of new grants and needs a senior-level co-ordinator to help guide the centre through an exciting period of growth and opportunity.

The CHE seeks a senior-level co-ordinator whose functions will include the following:

- Manage existing staff, hire new staff, consolidate a dynamic team that demonstrates innovation and leadership in evidence-based informatics
- Co-ordinate individual project budgets and develop a CHE-wide financial strategy
- Co-ordinate applications for new funding and help synchronize project timelines
- Liaise with external organizations and corporations associated with the CHE and its projects
- Market, promote and represent the CHE
- Co-ordinate research publications and communications
- Lead one of the CHE education programs

The successful candidate will have the following qualifications:

- Project management experience required, preferably in work related to health care
- Experience in budget planning and management
- Demonstrated proficiency with writing and grant applications
- Excellent analytical, communication, and interpersonal skills are essential
- Ability to work both independently and in a team-based environment
- Ability to take on and coordinate multiple projects
- Masters or PhD training, preferably with a health, library science or informatics background. Equivalencies will be considered.

This is a one-year position with opportunity for extension. Given appropriate academic qualifications, the position can be academic-track with opportunity for adjunct professor status. Some travel may be required. The salary range for this trust-funded position is \$43,738 to \$61,906 per year. Please submit a résumé by Dec. 11, 2000 to: Dr. Robert Hayward, UofA Centre for Health Evidence, Room 2100, 8308 - 114 Street, Edmonton, AB T6G 2E1

PROJECT CO-ORDINATOR DEPARTMENT OF PUBLIC HEALTH SCIENCES CENTRE FOR HEALTH PROMOTION STUDIES

A challenging opportunity exists for an individual to join the Addiction and Mental Health Research Unit in the Department of Public Health Sciences and Centre for Health Promotion Studies as a project co-ordinator. This position is a one-year contract (with a possibility of extension) for a maximum 28-hour work week. You will be responsible for co-ordinating all aspects of two survey research projects on addiction issues, working closely with the Population Research Laboratory at the University of Alberta. You will conduct statistical analyses of quantitative data and will create and manage databases related to the projects. Responsibility for co-ordinating and

managing data collection and analysis will be key. Additional responsibilities will include some of the following activities: creating and maintaining research summary databases and Web pages for the unit; writing research reports and papers for publication; desktop publishing of newsletters and brochures; tracking new developments in various literatures related to addictions (epidemiology, health psychology, sociology, population health, health promotion); assisting in the preparation of grant proposals; and participation in other research projects being conducted in the unit.

You have a university degree, preferably at the master's level (MA or M.Sc. in the health or social sciences) and you have experience in research project implementation, co-ordination and analysis. Your strong analytic and project management skills have been demonstrated in prior research, and you have excellent analytical skills (e.g., SPSS, SAS, and/or HLM), as well as strengths in using word processing (Word) and desktop publishing programs. You have excellent interpersonal and communication skills (both written and verbal), excellent organizational skills and a high level of initiative. The position is available starting Jan. 2, 2001. Salary is commensurate on qualifications and experience.

The deadline for receiving applications is Dec. 15, 2000. Please send a copy of your curriculum vitae, a cover letter outlining your qualifications for the position, and at least two letters of recommendation to: Dr. Cameron Wild, Centre for Health Promotion Studies, 5-10 University Extension Centre, 8303-112 St. Edmonton T6G 2T4, Phone: 780.492.9414 Fax: 780.492.9579, email: cam.wild@ualberta.ca

PROGRAM DIRECTOR SOCIAL SUPPORT RESEARCH PROGRAM

Applicants are sought for a full-time program director for the Social Support Research Program, which is linked to the Centre for Health Promotion Studies. This five-year program of research is funded through an Establishment Grant from the Alberta Heritage Foundation for Medical Research and is multi-disciplinary and multi-site. It consists of 18 research projects examining and testing social support as a factor influencing health and resilience.

The program director is responsible for coordinating the overall activities of the Social Support Research Program and providing input into its development. Some of the target populations include low-income groups, immigrants and refugees, family caregivers of seniors with chronic conditions, homeless and disabled adolescents and vulnerable communities. Major duties include working closely with the project co-ordinators of funded projects, facilitating data analysis, overseeing the activities of the administrative assistant/secretary and research assistants, maintaining communication between members of project teams, assisting project team members in developing funding proposals for new projects and providing assistance, as required, to the principal investigator. Other duties include monitoring project and program budgets, and managing equipment and other project materials and resources. The program director will also have the opportunity to undertake his/her own research.

The ideal program director should have a PhD in a health or health-related discipline. Post-doctoral research experience and a background in the social-psychological and cultural determinants of health are preferred. Experience as the principal investiga-

tor or co-investigator on previous research, experience with qualitative and quantitative methods and analysis, as well as success in securing research grants and contracts, and producing research publications, is important. This position requires experience in administration and budget monitoring, strong organization and oral/written communication skills, and the ability to collaborate with and facilitate various research teams. The hourly rate for this position ranges from \$25 to \$30, depending on qualifications and experience.

Applications, including a résumé and the names of at least three referees, should be submitted by Dec. 18, 2000 to: Dr. Miriam Stewart, Professor, Centre for Health Promotion Studies, 5-10D University Extension Centre, 8303 - 112 Street, Edmonton, Alberta T6G 2T4.

SESSIONAL INSTRUCTOR DEPARTMENT OF SOCIOLOGY

The Department of Sociology is planning to make a number of appointments in the area of criminology at the sessional instructor rank for the winter semester 2000, January-April. A PhD is preferred, but candidates with a master's in sociology who are near completion of a PhD and have some teaching experience will be given consideration. Applications are invited for the following courses: SOC327-Criminal Justice Administration, SOC421-Sociology of Punishment, and SOC426-Agencies of Social Control. The current salary scale for a sessional appointment is \$5000 - \$6000 per course.

Applications, including a curriculum vitae and two letters of reference, should be sent to: Dr. William Johnston, Associate Chair (Undergraduate), Department of Sociology, University of Alberta, Edmonton, AB T6G 2H4 (Fax: 780/492-7196).

TECHNOLOGY TRANSFER INTERNSHIP INDUSTRY LIAISON OFFICE

This internship is sponsored by the Alberta Heritage Foundation for Medical Research (AHFMR) Technology Commercialization Program.

The Industry Liaison Office (ILO) of the University of Alberta is seeking a qualified individual to sponsor as an applicant for the Technology Commercialization Internship Program of AHFMR. The support period will be for one year with the possibility of renewal for a second year. The preferred candidate will have an advanced degree in the life sciences, and be able to demonstrate broad scientific knowledge gained through research and/or industry experience. Excellent written and verbal communication skills, a collaborative focus, and the ability to analyze and summarize technical information are essential.

Working as part of the Biomedical Technology Transfer Team at ILO, the Internship recipient will be involved in:

1. Evaluating commercial potential of biomedical-related inventions
 2. Protecting intellectual property
 3. Marketing technologies to potential licensees
- The recipient will have an opportunity to attend at least one workshop or conference per year on university technology transfer. Learning job-related skills through other means will be encouraged.

This competition will be ongoing until a suitable candidate has been identified. Please submit a résumé, preferably by e-mail, to: Joanna Preston, Technology Management Officer, Biomedical Technology, Industry Liaison Office, 222 Campus Tower, 8625-112 St., Edmonton, Alberta T6G 2E1 Fax: (780) 492-7876 E-mail: joanna.preston@ualberta.ca

IN REMEMBRANCE OF:

Helene Colgan, 23; Genevieve Bergeron, 21; Natalie Croteau, 23; Barbara Daigneault, 23; Anne-Marie Edward, 21; Maud Haviernick, 29; Barbara Maria Klueznik, 31; Maryse Laganiere, 25; Maryse Leclair, 23; Anne-Marie Lemay, 27; Sonia Pelletier, 28; Michele Richard, 21; Anne St. Arneault, 23; Annie Turcotte, 21.

On December 6, 1989 a man with an assault weapon entered Ecole Polytechnique, the engineering school, Université de Montréal. He then entered a class room and demanded that female students go to one side of the room. He shot the female students. He prowled the halls of the building shooting any women he met. With his last bullets, he shot himself. On December 6, 1989, on the last day of classes for the fall term, fourteen women (thirteen engineering students and one employee) were singled out, shot and killed.

This year represents the eleventh anniversary of the **Montreal Massacre**. Especially for those of us in University communities, those of us who spend our days in the purposeful and relatively peaceful pursuit of knowledge — let us remember the fragility of life. Please take a minute to pause and reflect on the tremendous loss suffered by the families, the friends, and the community when these fourteen women died.

University of Alberta, December 6th Memorial Committee, 2000



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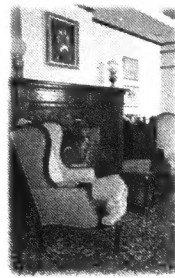
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Finding your voice

New human rights poster uses Braille as the 'voice'

By Geoff McMaster

After the 100th print run, Rebecca Beardmore was growing sick of the poster she'd designed for the U of A's Office of Human Rights.

"I had so many setbacks. I hated it by the time I finished it. After doing it over and over and over, you get tired of seeing it," says the master's student in printmaking.

But now that her creation is out of her studio and on display around campus for everyone to see, gratification is finally taking hold, she says. And the human rights office couldn't be happier with the poster, called "Finding Your Voice."

"We've been tremendously blessed this year with this particular artist and particular work," says Janet Smith, director. "It's one of those pieces that gives you tingles to look at and interact with."

The image depicts a woman looking into a mirror with a hand wiping away petroleum jelly from the reflection of the woman's face. According to the artist, it is deliberately unclear whether the wiping is a clearing or obscuring of the facial features, "highlighting the existing limits to societal discourse faced by certain marginalized groups."

The poster is also covered in a Braille description of the woman's face, the language serving as a metaphor for the silenced voice of all minorities as well

as for the experience of seeing through touching.

"The Braille is just a tremendous, innovative, wonderful way to bring across the theme," says Smith.

"I've always liked Braille because it has a nice graphic element to it," says Beardmore. "It implies information without actually being information to most people and has a tactile quality."

The human rights office commissions a poster every year to fit a chosen theme, occasionally drawing student talent from various departments on campus. This year a few inquiries turned up

Beardmore's name, who is focusing her master's thesis on the loss of identity through mass communication. She was more than happy to take on the challenge.

"I'd been playing with these images—the hand wiping out the face or identity—long before they approached me, but I didn't know what to do with it... These images were almost too blatant for my work," says Beardmore.

Only 100 prints were produced, signed and numbered. They are available from the

human rights office for a nominal fee of \$10 to cover reproduction costs. Smith says it's vital to keep the cost down so the prints stay within the student budget.

"It's part of our mandate to get people thinking about human rights issues," she says. ■

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Beardmore: after the 100th print, gratification is taking hold.

folio **back**
page